

The realization of the concept of flexicurity in atypical employment relationships

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Abstract

The article discusses a reflection of the concept of flexicurity in the rules governing the non-standard employment relationships. The authors analyze the different national models of flexicurity (Danish, Dutch, Austrian and Estonian) and indicate that the effective model of flexicurity shall ensure a balance between the flexibility and security, the need for which is revealed most fully in the conditions of atypical employment distribution. It is stated that every country is looking for its own ways to achieve this balance, and it is invited to consider the interaction of flexibility and security on the example of atypical employment relations in the Russian Federation. To this end, it is given the characteristic of atypical employment and highlighted its forms; a more detailed analysis is made for such atypical employment relations as fixed-term employment, part-time employment, teleworking and agency work. Each of these forms has both the rules, providing the flexibility of legal regulation, and the "protective" rules. It is concluded that the rules governing the non-standard employment relationships should be formulated in such a way as to enable to provide adequate flexibility and security in the legal regulation of employment relations, providing everyone with the right to decent work. It is in this vein we see the further development of the Russian labor legislation.

Keywords

Agency work, Atypical employment, Atypical employment contracts, Atypical employment relationships, Fixed-term employment, Flexicurity, Part-time employment, Teleworking